

**CALIFORNIA APPRENTICESHIP COUNCIL**

www.dir.ca.gov

455 Golden Gate Avenue, 10<sup>th</sup> Floor

San Francisco, CA 94102

Tel: (415) 703-4920

Fax: (415) 703-5477



ADDRESS REPLY TO:  
California Apprenticeship Council  
P. O. Box 420603  
San Francisco, CA 94142-0603

## **EQUAL OPPORTUNITY IN APPRENTICESHIP COMMITTEE MEETING**

### **MINUTES**

Thursday– July 31, 2008

#### **I. CALL TO ORDER/ROLL CALL**

Chairperson Jose Millan called the meeting to order at 10:15 a.m. Present were: Jose Millan, Anne Quick, Patrick McGinn, Dina Kimble, and Leo Garcia. A quorum was met.

#### **II. REVIEW/APPROVAL of the January 24, 2008 Minutes**

A motion to approve the minutes was made. The minutes were moved by Commissioner Quick and seconded by Commissioner McGinn.

#### **III. Review of Director's Award for Outstanding Employer and Program Women in Construction Achievement**

- Chairman Millan asked Renee Bacchini, Special Assistant to the Chief for her report.
- Renee reported that the Director's Award for Outstanding Employer and Program Women in Construction Achievement will be awarded annually. Ms. Bacchini will prepare flyers and applications for the awards and make available to the Program Sponsors by the October CAC meeting.

#### **IV. Plans for next year's awards**

- Ideas were shared as to where and when the awards would be presented. It was suggested to present the awards in April and recognizing the prior and current winners at the CCA meeting.

#### **V. Any other business that may come before the Committee.**

- Commissioner McGinn wanted to explore how the EEOC came up with the percentages; where the programs are expected to have 20% women. He asked if there is a way to do a review and come up with a realistic number. Acting Chief, Glen Forman responded that the 20% is derived from the Federal 2930 regulation which was adopted in the State of California Cal Plan. The 20% is the beginning rate if you couldn't come up with a rate, because no one ever decided to do anything different than that, which is why they came up with the 20%. The way the regulation is written, if you want to do a study, it is easy to come up with a progressive rate where you start with what you have plus a few percentages and go up from there; that is a possibility. In California, because of previous propositions, we are not enforcing the Cal Plan or the 20% rate. If we ever decide to be re-recognized with the Federal Government we will have to go back to the Cal Plan and start to enforce the 20% rate. It is still used as a goal, but there is nothing that stops the committee from starting with a lower rate. Commissioner McGinn asked, now that we are not

recognized by the Federal Government, and not using the Cal Plan, can we develop our own plan that is more realistic, so when we decide to go back to the Federal Government it can be used to negotiate. Glen stated that the biggest issue is, most of the programs in the Building and Construction sector are also dual approved, which means they have Federal standards which they are having to abide by all the same obligations that would be under the standard State of California Cal Plan, other than they have their consultants, or ATRs, have the ability to figure out a different rate for participation of the female group.

- John Bullock, Carpenters Training Committee of Northern California suggested to Commissioner Millan if there is a way through the College system that the committee could solicit a paper that an interest study be done, perhaps as someone's thesis, or it could be an independent third party that does this, so that it is not someone associated with any particular group or program sponsor. The interest survey could be written about the level of interest on behalf of women or minorities that would give a basis for someone to make reasonable assumptions about what the right numbers might be.
- Sandra Benson, Rosenfield, Roger & Rosenfeld, stated that on this particular issue she felt that it wouldn't hurt looking at the Federal Government guidelines. As she understands the guidelines, their female percentage that they want in construction is at 6%. She feels that this is a far more reasonable and far better attainable than the 20% in the State that cannot be met.

VI. Adjournment

Motion to adjourn was moved by Commissioner Garcia, seconded by Commissioner McGinn.

The meeting was adjourned by Chairman Millan at 10:24 a.m.